Accountability Report

2015–2016

Transportation and Infrastructure Renewal

NOVA SCOTIA

Table of Contents

Page

1. Accountability Statement 1
2. Message from the Minister 2
3. Financial Results 3
4. Measuring Our Performance..... 4
5. Appendix A: Public Interest Disclosure of Wrongdoing Act (PIDWA) 21

1. Accountability Statement

The Accountability Report of the Department of Transportation and Infrastructure Renewal (TIR) for the year ending March 31, 2016, is prepared pursuant to the *Finance Act* and government policies and guidelines. These authorities require the reporting of outcomes against the Department of Transportation and Infrastructure Renewal Statement of Mandate for the fiscal year 2015-2016. The reporting of TIR outcomes necessarily includes estimates, judgments, and opinions by TIR's management.

We acknowledge that this Accountability Report is the responsibility of TIR's management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the Department's 2015-2016 Statement of Mandate.

Minister
Honourable Geoff MacLellan

Deputy Minister
Paul LaFleche

2. Message from the Minister

It is my pleasure, as the Minister of Transportation and Infrastructure Renewal (TIR), to present the Department's accomplishments for the fiscal year 2015-2016. This report ties back to our 2015-2016 Statement of Mandate.

We are all aware that transportation infrastructure is critical to the economic viability of each community in Nova Scotia, and the province as a whole. Nova Scotia's future relies on a quality transportation network throughout our province and to our key markets. The transportation network includes not only our highways but also the provincial ferry system, and the cooperation of our partners in the airline, shipping and rail industry. TIR staff who plan, design, build, maintain, operate, and inspect this vast network are instrumental to our province's economic growth.

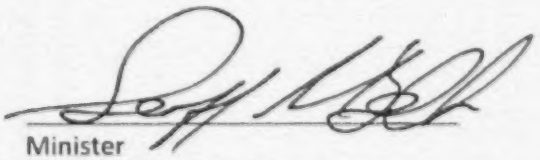
In this regard, one of the Department's main priorities has been to implement the 5-Year Highway Improvement Plan for 2015-2016 and prepare for the projects planned for 2016-2017. The 5-year plan includes expansion, repaving, as well as road, and bridge maintenance. Nova Scotia was successful in obtaining Federal funding for several of these projects.

Along with highway construction, and maintenance, road safety remains a priority for the Department. A major achievement for 2015-2016 was the development of a 5-Year Road Safety Strategy, which will provide direction on how to make our roadways safer for all users. TIR continues to pursue programs, policies, and legislation to improve road safety; from the installation of rumble strips and embedded reflectors, to policy research on drug impaired driving, and legislation limiting the Blood Alcohol Content of supervisory drivers, – each one making our roads safer for all Nova Scotians.

An exciting development for the province this year was the completion of the first section of the Blue Route – a province-wide cycling network – which opened in August 2015. Another important initiative was the construction of a contact centre in Cape Breton which will allow for more efficient responses to public inquiries.

Design, construction, and operation of effective and energy efficient public buildings such as schools, is also a major priority for staff. The Department continues to actively target design and construction for new buildings to LEED (Leadership in Energy and Environmental Design) Gold Certification standards, where feasible.

I encourage all readers to visit the TIR website at http://novascotia.ca/tran/ to learn more about the range of initiatives underway within the Department.



Minister
Honourable Geoff MacLellan

3. Financial Results

Program & Service Area	2015-2016 Estimate ($ thousands)	2015-2016 Actuals ($ thousands)	Variance ($ thousands)
Departmental Expenses			
Senior Management	1,629	1,270	(359)
Corporate Services Unit	1,859	1,842	(17)
Policy and Planning	9,532	22,323	12,791
Highway Programs	403,216	405,395	2,179
Building Infrastructure Services	3,041	2,887	(154)
Total Departmental Expenses	**419,277**	**433,717**	**14,440**
Additional Information:			
Fees and Other Charges	**2,092**	**1,756**	**(336)**
Ordinary Recoveries	**15,669**	**18,413**	**2,744**
TCA Purchase Requirements	**245,637**	**257,112**	**11,476**
TCA Cost Shared Revenue	**33,713**	**32,918**	**(795)**
Provincially Funded Staff (FTE's)	**1940**	**1906**	**(34)**

Budget 2015-2016 to Actual Variance

Transportation and Infrastructure Renewal was $14.44 million or 3.44% over budget mainly due to increased snow and ice control of $2.62 million, Yarmouth Ferry of $13.1 million, and 3rd party recoverable work of $1.5 million. These pressures were partially offset by amortization savings of $2.78 million due to longer than expected completion dates of TCA infrastructure projects.

Highways TCA Purchase Requirements: increase in major highway and bridge construction projects of $5.8 million.

Public Works TCA Purchase Requirements: additional in Public Works TCA projects of $5.6 million.

Provincially Funded Staff (FTE's): Timing of vacancies being filled.

4. Measuring Our Performance

Goal

Enhance value and safety of the transportation system in support of the province's economic growth.

Transportation is critical to strengthening and connecting communities from one end of Nova Scotia to the other. Factors such as traffic volumes, safety studies, collision statistics, and many others are considered when assessing and making decisions about major construction upgrades, twinning, paving, and maintaining gravel roads, and bridges.

In working toward this goal TIR's priorities and accomplishments in 2015-2016 were:

Priority: Implement the 5-Year Highway Improvement Plan (2015-2016 edition), update plan for next 5 year period (2016-2017 edition) and provide earlier tendering of Highway Construction projects for 2015-2016 season.

Accomplishments

- Accomplishments for 2015-2016 are as summarized in the first performance measure and outlined in more detail in the 5 Year Highway Plan (2015-2016 edition).
- Planned projects for 2016-2017 were outlined in 5 Year Highway Plan (2016-2017 edition) and posted to the Department's website January, 2016.
- The Department continued to work toward tendering projects as early as possible. Tendering began in October 2015 for the upcoming 2016-2017 Capital Program.

Priority: Continue investment in expansion of 100-series highway system, through planning design and construction activities.

Accomplishments

- Highway 101, Halifax to Yarmouth: Planning and design work continues for the Granite Drive Interchange and Connector, with construction scheduled to begin this fall. Planning and design work continues on the section of twinning from Three Mile Plains to Falmouth.

- Highway 103, Halifax to Yarmouth: Planning and design work continues on the section of twinning from Tantallon to Hubbards, which includes the new Ingramport interchange and connector road.
- Highway 104, New Brunswick to the Canso Causeway: Planning, design and construction work on the new alignment from Beech Hill Road to Taylor Road continues.
- Highway 107, Burnside to Sackville: Planning and design work continues on the new alignment from Burnside to Bedford; the project is on the 5 Year Plan.
- Highway 125, in the Sydney area: The construction of twinning from Sydney River to Grand Lake Rd is complete and open to traffic. Remaining work to be completed for the project is the Cow Bay Structure which is under construction.

Priority: Make use of Federal funding for infrastructure projects, including projects that involve other Atlantic Provinces.

Accomplishments

- There are 11 projects in Nova Scotia that fall under the Federal Build Canada Fund. Seven projects are complete and the remaining four are nearing completion or will be complete in 2016.
- The New Building Canada Fund (NBCF) which continues until March 31, 2024 includes two projects as part of the signed agreement: Highway 103 Ingramport Interchange project and Nova Scotia National Highway System Rehabilitation project. The Highway 101 Digby to Marshalltown project is approved in principle for NBCF.
- The Province also has a project under the Gateway and Border Crossing Fund which continues until March 31, 2018.
- A Highway Twinning Feasibility study is being conducted to assess the feasibility of 8 sections of 100-series highway for twinning and potential tolling.

Priority: Continue to develop a comprehensive Asset Information Management System (AIMS) to identify key business and operational decision-making requirements.

Accomplishments

- Meetings were held with all sections of the department to understand their business needs and to identify what asset data they currently have or are collecting, as well as understand what asset data they may need.

Priority: Continue to develop a strong foundation for Geography-based (GIS) decision support (i.e., building a solid base of mapping data).

Accomplishments

- GIS Officers are populating the geographic information system with both historical and current operational information relative to TIR's operations (ongoing).
- From the GIS data new digital and hardcopy map products are being provided to field staff.

Priority: Identify the detailed business and functional requirements for an Asset Information Management System (AIMS) taking into consideration inputs from across the Department.

Accomplishments

- Identifying opportunities for alignment of GIS related activities within the AIMS initiative. Specific emphasis on data requirements relative to asset management

Priority: Continue to develop a 5-Year Road Safety Action Plan in conjunction with other stakeholder departments. The Road Safety Action Plan will include engineering, education, and enforcement initiatives designed to improve safety.

Accomplishments

- Staff from TIR, Justice, and Health and Wellness have developed a 5 year provincial road safety strategy. Communications and implementation plans are now being developed.

Priority: Road Safety Advisory Committee to continue to provide advice to government on road safety initiatives. ***Accomplishments***

- Road Safety Advisory Committee (RSAC) met regularly, and provided advice to government around road safety initiatives. Sub-committees addressed Graduated

Driver's Licensing (GDL), drug impaired driving, and the issue of speed limits below 50km per hour.

Priority: Continue policy analysis of road safety issues.

Accomplishments

Policy analysis of road safety issues continues in key areas such as GDL, Active Transportation, Impaired Driving (Drug and Alcohol), and Speed. Other priority areas include, motorcycle safety, and impoundment programs. GDL and the "faint hope clause" legislation were proclaimed on April 1, 2015. Legislation was also introduced in fall 2015 which includes limiting the Blood Alcohol Content of supervisory drivers and bringing consistency to penalties involving failure to yield (drivers and pedestrians) in crosswalks, and allowing use of Segways on public roads.

Priority: Continue in-service road safety reviews, and other road safety measures, including installation of edge and centerline rumble strips, embedded reflectors, and development of an "Access Management Manual".

Accomplishments

- In-service road safety reviews have been completed for sections of Highways 101, 103 and 104. Road improvement work plans are being developed based on study recommendations and some lower cost maintenance related improvements have been implemented.
- Embedded pavement markings (embedded reflectors) were installed on Highway 101 in fall 2015 near Windsor. An assessment on the effectiveness of the reflectors will be conducted before the end of 2016.

Priority: Continue road twinning and roundabout installations to improve safety.

Accomplishments

- Twinning work continues on Hwy 104 in the area east of Antigonish; Hwy 125 from Sydney River to Grand Lake Road is complete and open to traffic. The Hwy 104 twinning includes roundabouts at the ramp terminals of the South Side Harbour Road interchange.
- The Hwy 125 twinning includes new roundabouts at Alexandra and George Streets, as well at the new Membertou interchange, which opened in April, 2015.
- The Hwy 103 Ingramport Interchange and Connector project includes the construction of a new roundabout at the intersection of the connector road and Trunk#3. This roundabout will be fully opened once the connector road is paved and opened to traffic later this year.

- The Hwy 101 Granite Drive Interchange and Connector Road is being designed with three new roundabouts. The Hwy 107 Burnside to Bedford project will include the construction of up to nine new roundabouts. This project is still in the design phase.
- The Hwy 101 Digby to Marshalltown project includes the construction of a roundabout at the south interchange ramp terminals and Rte. 303. This project is still in the design phase.
- A study to determine the feasibility of tolling eight sections of 100 series highways – in order for twinning to advance more quickly – is being completed by CBCL Limited.

Priority: Continue expanding road salt pre-wetting capacity to most 100 series highways, Trunks and Routes. ***Accomplishments***

- By March 2016, 12 new 08 Units and E-Poke units were delivered to field staff. Eight new brine storage tanks were purchased and distributed to Bases province-wide.

Priority: Maintain Commercial Vehicle Safety Alliance (CVSA) standards for commercial vehicle inspections, and maintain increased hours of operation for scale houses achieved in 2011.

Accomplishments

- Commercial vehicle inspectors continue to maintain performance expectations to ensure Commercial Vehicle Safety Alliance (CVSA) inspection standards are met.
- All vacancies at compliance stations were filled – leading to an increase in hours of operation, ensuring commercial vehicles operate safely on our roadways.

There are three performance measures for the departmental priorities and activities for this goal, to enhance the value and safety of the transportation system in support of economic growth:

1) Improve More Roads in More Communities
2) Provide Highway Infrastructure that Supports Economic Growth
3) Improve Highway Safety

PERFORMANCE MEASURE: IMPROVE MORE ROADS IN MORE COMMUNITIES

The 5-year Highway Improvement Plan is a rolling plan that specifically outlines major highway and road projects, repaving, major bridge replacements, capital maintenance and infrastructure work the province plans to pursue year by year over the next five years.

What Does This Measure Tell Us?

For this measure, the Highway Plan for the fiscal year is evaluated based on the percentage of work that is actually undertaken. Completed projects are considered as 100% complete, started but incomplete projects as 50% complete, and deferred projects as 0% complete.[1]

As outlined in the table below, major construction work, asphalt, and bridge replacement/ rehabilitation work are identified as the primary components in the 5-year plan:

- Major Construction Projects involves 100 series highways construction and expansion, construction on arterials and collectors, and construction for local roads.
- Asphalt illustrates repaving of 100 series highways, arterial/ collectors (i.e., trunks and routes), and local roads; as well as pavement preservation, and paving subdivision roads;
- Bridges includes major bridge projects (more than $2 million), other bridge projects (between $250,000 and $2 million), and bridge rehabilitation work.

5-Year Highway Improvement Plan – May 4, 2016						
Planned Work	**% of work for Projects Completed, Started or Carried Forward***					
	Base Year 2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Major Construction Projects						
100 Series Expansion	82%	100%	100%	88%	67%	67%
Construction 100 Series	100%	100%	100%	100%	100%	67%
Construction on Arterial and Collectors	94%	100%	67%	100%	100%	100%
Construction on Local Road	n/a	n/a	n/a	0%	83%	100%
Asphalt						
Repaving 100 Series Highways	100%	100%	100%	100%	100%	80%
Repaving Arterial/Collectors	100%	100%	100%	97%	100%	100%
Repaving Local Roads	100%	97%	100%	100%	100%	100%
Pavement Preservation (PP)	98%	100%	100%	96%	100%	100%

[1] Measurement of project completion under the 5-Year Highway Improvement Plan was amended in 2012-2013 to better reflect the actual results of project progress. Previous reports indicated started projects as 100% complete

Paving Subdivision Roads	100%	100%	100%	100%	100%	100%
Bridges						
Major Bridge Projects	71%	67%	58%	46%	88%	95%
Other Bridge Projects	86%	79%	75%	88%	79%	93%
Bridge Rehabilitation	96%	88%	67%	50%	100%	100%
Additional Projects Moved Forward						
Various Repaving & Bridge Projects	n/a	100%	100%	100%	100%	100%
Total Fiscal Program % Completed**	95%	94%	94%	91%	97%	96%

- **Analysis model:** Completed project weighted at 100%, Started projects weighted at 50% and Carried Forward projects weighted at 0%

** **Total Fiscal Program % Completed:** Calculated on percentage of total number of planned projects completed, started and carried forward, not by category percentages. Does not include Additional Projects Moved Forward percentages.

Where Are We Now?

Ninety-six percent of the total planned work outlined for 2015-2016 of the 5-Year Highway Improvement Plan (2015-2016 edition) was completed.

Where Do We Want To Be? Our ultimate target is to achieve 100% completion of annual projected work identified on the 5-Year Highway Improvement Plan.

PERFORMANCE MEASURE: PROVIDE HIGHWAY INFRASTRUCTURE THAT SUPPORTS ECONOMIC GROWTH

The condition of our highway system plays a key supporting role in the development of the provincial economy and is measured using an International Roughness Index (IRI). IRI measures the average level of pavement roughness for 100-series highways (i.e., the riding comfort of 100series highways).

What Does This Measure Tell Us?

IRI is measured on an increasing scale, where IRI = 1.00 would be new pavement, and IRI = 5.00 would be rough older pavement. An IRI value of 1.6 or below for 100-series highways is considered good according to the *National IRI Survey – 2001*. The level of riding comfort on 100-series routes reflects highways' contribution to increased economic development by enabling industry to access new resources, facilitating the transport of raw materials and finished goods, and providing mobility for workers and consumers to reach the work place and market place.

Where Are We Now?

The IRI has been consistently below the target of 1.60, and is currently at 1.37 for 2015.

The percentage of 100-series highways with an average IRI below 1.80 has been consistent at 99.3% for the past 5 years.

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
% IRI <=1.80	96.9	97	99.4	99.4	99.3	99.3	99.3	99.3	99.3	99.3
Average IRI	1.37	1.37	1.3	1.28	1.2	1.32	1.25	1.27	1.29	1.37

Source: Data produced by Automatic Road Analyzer (ARAN)

Where Do We Want To Be?

TIR will strive to maintain the following IRI for Nova Scotia 100-series highways:

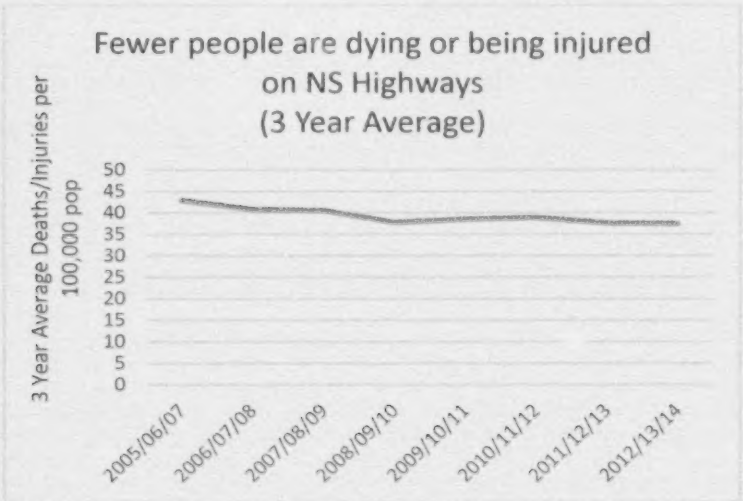
- Maintain the average IRI for the entire 100-series highways below 1.60
- Maintain the target of a minimum of 95% of 100-series highways with an IRI value of <= 1.80

PERFORMANCE MEASURE: IMPROVE HIGHWAY SAFETY

TIR is working toward the outcome of "improving highway safety" through various programs and initiatives and measured by reductions in fatalities and major[2] injuries. This is similar to the national *Road Safety Strategy (RSS) 2015* which seeks to achieve downward trends of rates throughout its five-year duration (2010-2015).

What Does This Measure Tell Us?

The casualty rate is calculated per 100,000 population and is reported on a three-year rolling average. Casualty rates are impacted by driver behavior, vehicle safety, enforcement, education, and engineering programs. A change in the casualty rate may be caused by any one or a combination of those factors. The casualty rate is used by TIR as an overall indicator of how well government's programs are contributing to highway safety.



Source: Nova Scotia Collision Record Database.

Where Are We Now?

The overall rate of fatalities and major injuries has decreased by approximately 12% for the 10-year period shown above.

Where Do We Want To Be?

Our ultimate target is to continue to see a downward trend in fatalities and major injuries associated with motor vehicle crashes.

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[2] A major injury is defined as any injury that requires hospitalization.

Goal

Effective and efficient built public buildings and other public works infrastructure.

The following priorities and activities of the Department aimed to improve the design and construction of public buildings to be more energy efficient and sustainable. Leadership in Energy and Environmental Design (LEED) certification level for new buildings is an industry measure. Since 2010 the department has been aiming for Gold certification for all new building designs with an aim to achieve no less than Silver certification after construction.

Priority: Design and construct all new buildings to achieve minimum Leadership in Energy and Environmental Design (LEED) Silver certification, where feasible.

Accomplishments

The following buildings designed and constructed by TIR have received LEED certification during 2015-2016:

- Bluenose Academy, Lunenburg achieved LEED Gold, April 2015
- Centre Scolaire de la Rive-Sud, Bridgewater achieved LEED Silver, April 2015.
- Lunenburg Provincial Building, Lunenburg achieved LEED Certified, April 2015.
- École secondaire du Sommet, Halifax achieved LEED Certified, October 2015.
- Oxford Regional Education Centre, Oxford achieved LEED Certified, November 2015

Priority: Target design and construction for new buildings to LEED Gold certification standards, where feasible.

Accomplishments

The following is a list of recently constructed and new construction projects targeting LEED Gold certification:

- Yarmouth Memorial High School, Yarmouth
- Bedford High School, Bedford
- South Queens Middle School, Liverpool
- New Glasgow P-8 School, New Glasgow
- West Highlands Elementary school, Amherst

The following new construction projects are in the design/ construction phase. The proposed goal is to achieve LEED Silver certification as a minimum:

- South Dartmouth P-9, Dartmouth
- Eastern Passage High School, Eastern Passage

- Bible Hill Elementary, Bible Hill
- Bridgetown P-12, Bridgetown
- Tatamagouche P-12, Tatamagouche
- Yarmouth Elementary School, Yarmouth
- South Peninsula Elementary School, Halifax

Priority: Continue to identify/implement measures to increase the energy efficiency of government owned buildings.

Accomplishments

- A number of energy reducing measures were implemented in 2015-16, some examples include building re-commissioning, heating system upgrades, ventilation improvements, air conditioning upgrades, and lighting retrofits.
- In 2015-16 the use of ENERGY STAR Portfolio Manager was investigated to replace the Excel spreadsheet analysis method for energy benchmarking purposes. Upon completion of the pilot program, Portfolio Manager was identified as an effective reporting tool for energy benchmarking.
- Currently working with the Department of Energy to combine efforts and resources to continue energy benchmarking with Portfolio Manager in other core government buildings.

The performance measure for this goal for effective and efficient built public buildings and infrastructure is measured two ways:

1) Energy Efficient and Sustainable Public Buildings
   a) LEED certification achieved for new buildings
   b) Reducing energy consumption in existing buildings

PERFORMANCE MEASURE: A) LEED certification achieved for new buildings

TIR agreed to endorse and support sustainable "green" building design and to use Leadership in Energy and Environmental Design (LEED) as the tool to measure the degree to which each design meets the goal of achieving sustainable "green" building design.

What Does This Measure Tell Us?

The LEED Green Building Rating System is a measurement system that assigns credit points for sustainable building initiatives in the design and construction phases. There are four

levels of LEED certification: Certified, Silver, Gold, and Platinum. LEED certification only occurs after construction is completed.

Where Are We Now?

Since 2004-2005 there have been 35 new building construction projects which have pursued LEED certification. As of March 2016, twelve (12) buildings have achieved LEED Certified, four (4) received LEED Silver certification, and three (3) received LEED Gold certification. The remainder of the other buildings are pending certification.

TIR continues to design and build energy efficient and sustainable buildings to meet the guidelines of the Government's green policy for buildings.

Where Do We Want To Be?

TIR's ultimate target is that all new buildings be designed to LEED Gold certified.

PERFORMANCE MEASURE: B) Reducing energy consumption in existing buildings

Another outcome of striving to achieve effective and efficient built public buildings and other public infrastructure is decreasing energy consumption in all government owned buildings.

What Does This Measure Tell Us?

In addition to new buildings and planning major renovations we strive to make all buildings as energy efficient as possible. This measure focuses on reducing energy consumption in existing government buildings.

Where Are We Now?

TIR continues to work on strategic activities to provide energy efficient and sustainable buildings to meet the guidelines of the Government's green policy for buildings and decrease energy consumption in all new government buildings and major renovation projects.

Furthermore, government buildings continue to be assessed for potential energy efficiency retrofits through the use of feasibility studies. Successful investigations are followed up with design work and construction measures. Examples of active projects include: feasibility studies, building recommissioning, heat system replacements (design), lighting retrofits, and other energy reducing techniques. Where possible, energy reducing resources/studies are shared interdepartmentally in order to optimize results.

Where Do We Want To Be?

The ultimate target is to continue to identify/implement measures to increase the energy efficiency of government owned buildings as well as track the energy savings of each energy reducing measure.

Goal

A workforce that is proud, capable, engaged, healthy, safe and diverse

Our employees continue to play an invaluable role within the department and demonstrate ongoing commitment and dedication to Nova Scotians. TIR is committed to ensuring its workforce is proud, capable, engaged, healthy, safe, and diverse.

The following strategic priorities were implemented in 2015-2016 to assist the department in working toward this goal:

Priority: Continue to implement the Department's Employee Engagement Plan.

Accomplishments

- The "How's Work Going Survey" results were shared with employees.
- Engagement Teams have been organized in the Districts to address issues identified in the "How's Work Going Survey".

Priority: Continue to implement the Employment Equity and Diversity Action Plan 2014/2017.

Accomplishments

- Presentations on the TIR Employment Equity and Diversity Action Plan have been provided to Executives, Directors, Area Managers, Operation and Mechanical Supervisors, and Engineering Aides.
- Work continues with Immigrant Services Association of Nova Scotia to provide opportunities for internationally educated professionals.
- The Diversity Coordinator continues to visit bases and offices across the province to deliver Diversity presentations.

Priority: Develop and implement a multi-year human resource strategy

Accomplishments

- Human Resource Strategy has been developed and approved by Deputy Minister and Executive. A lead has been identified to move the strategy forward along with identifying actions and working with a steering committee.

Priority: Continue to develop, promote and maintain a safe, healthy and supportive work environment.

Accomplishments

- Action items in the 2013-2014 HSE Evaluation are being implemented.
- The 2015-2018 Health Safety and Environment (HSE) Multi-year Strategic Plan has been finalized. Development of HSE training modules has been completed, and HSE refresher training has been offered within all Districts.
- A draft of the proposal for the Health Promotion Strategy was developed and is being reviewed by the Health Promotion Specialist.

There are two performance measures for the department's priorities and activities for this goal, indicating whether employees are more engaged and if there have been improvements to health and safety on the job:

1) Engagement Index
2) Time Lost Due to Illness and Injuries

PERFORMANCE MEASURE: ENGAGEMENT INDEX

- The Engagement Index is a performance measure designed to help track TIR's progress in moving toward a goal of a proud, capable, engaged, healthy, safe and diverse workforce. The Engagement Index was developed by the Public Service Commission. It is based on results from the *How's Work Going Survey* which is conducted every two years.

What Does This Measure Tell Us?

- The Engagement Index measures the extent to which individuals feel connected to and involved with their job and organization, as well as their level of satisfaction and commitment. This correlates with our goal of having a proud, capable, engaged, safe and diverse workforce.

Where Are We Now?

The overall Engagement Index for 2011 (base year) was 58. Although the response rate declined from 69 in 2013, to 57 in 2015, the overall engagement score is beginning to climb.

TIR: Engagement Index		
Year	Response Rate (%)	Engagement Score (%)
2011	35	58
2013	69	52
2015	57	59

Source: How's Work Going Survey

Where Do We Want to Be?

The Departments goal is to increase the overall Engagement Index.

PERFORMANCE MEASURE: TIME LOST DUE TO WORK INJURIES AND ILLNESS

The performance measure Time Lost Due to Work Injuries and Illness is designed to track TIR's progress in increasing health and safety on the job. Decreasing time lost due to accidents and illness indicates a healthier and safer environment for employees.

What Does This Measure Tell Us?

Less time lost due to work injuries and illness indicates individuals are working safer and healthier. This correlates with our goal of having a proud, capable, engaged, safe and diverse workforce.

Where Are We Now?

Tracking a five year average of "new" short-term claims made in each year and the length of duration of those claims requires using data from 2009 onward[3]. Data is provided on a calendar year basis and includes New Claims paid in that year, as well as the Total Weeks Paid for new claims. 2009-2013 will be the base measure and the Department will continue to track results on the next 5 year period of 2013-2017.

TIR: Time Lost Due to Work Injuries and Illness		
5 year Claims Lost	**Number of Weeks**	**Average**
2009-2013	**96**	**635**
2010-2014	90	627
2011-2015	115	825

Source: Workers Compensation Board: Short Term

Where Do We Want to Be?

weeks paid on TIR Claims.

The Department's goal is to be at or below the Department's 5 year average for both measures, starting in base year.

[3] Note that the measure has been modified from what was included in the 2014-2015 Statement of Mandate to remove issues with double counting claims, and to report weeks lost.

Government's Goal:

FISCAL - Balanced budget during mandate and achieve sustainable government (2017-2018)

Strategic Priority: In keeping with government Fiscal priority, TIR has created a central contact centre to respond to inquiries and requests by the public with regards to operational issues. Streamlining calls into one centre will reduce the number of calls handled in local offices, allowing for heightened efficiency and effectiveness of field staff.

Accomplishments

- Construction of the contact centre facility is complete
- Cape Breton County will be the pilot area
- Screening of applicants for staff positions is underway

Government's Goal:

ECONOMY: Create climate for private sector and social enterprise economic growth to support OneNS economic goals.

Strategic Priority: Re-regulating the charter bus industry (including tour buses) in relation to licensing, rate setting, and operations will help to advance government's Fiscal priority, as re-regulating will reduce economic regulation and burden on businesses, thus improving the viability of the sector.

Accomplishments

- Work continues on this priority. Industry consultation is ongoing. The information collected will be carefully considered in developing new regulations for the charter bus industry.

Government's Goal: **DEMOGRAPHICS: Increase net interprovincial in-migration and international immigration levels; enhance wellness and health initiatives; enhance workforce participation of youth, older workers and marginalized communities; and enhance communities and social well-being.**

Strategic Priority: Supporting active transportation along the highway system, including the coordination of the "Blue Route", aligns with government's Demographics priority to enhance wellness and health initiatives, as well as communities and social well-being.

Accomplishments:

- The first section of the Blue Route opened in August 2015, and runs from Bible Hill to Pictou.
- Bicycle Nova Scotia (BNS) launched a Blue Route website in conjunction with the opening. A bicycling route policy was finalized spring 2016. TIR will continue to work with BNS to develop agreements, processes, mapping and a consultation plan to support the project.
- A three year implementation plan will also be developed. Several new sections of Blue Route will be opened in 2016

OTHER ACCOMPLISHMENTS

In addition to the Department's accomplishments noted above:

- The Department presented the TIR Carrick (CLASS Act) Awards at the 2015 Employee Spring Conference. CLASS is an acronym standing for Creativity, Leadership, Above the Call of Duty, Safety, and Service.

5. Appendix A Public Interest Disclosure of Wrongdoing Act (PIDWA)

Annual Report under Section 18 of the Public Interest Disclosure of Wrongdoing Act

The Public Interest Disclosure of Wrongdoing Act was proclaimed into law on December 20, 2011.

The Act provides for government employees to be able to come forward if they reasonably believe that a wrongdoing has been committed or is about to be committed and they are acting in good faith.

The Act also protects employees who do disclose from reprisals, by enabling them to lay a complaint of reprisal with the Labor Board.

A Wrongdoing for the purposes of the Act is:

a) a contravention of provincial or federal laws or regulations
b) a misuse or gross mismanagement of public funds or assets
c) an act or omission that creates an imminent risk of a substantial and specific danger to the life, health or safety of persons or the environment, or
d) directing or counselling someone to commit a wrongdoing

Table A.1
The following is a summary of disclosures received by the Department of Transportation & Infrastructure Renewal:

Information Required under Section 18 of the Act	Fiscal Year 2015-2016
The number of disclosures received	Nil
The number of findings of wrongdoing	NA
Details of each wrongdoing (insert separate row for each wrongdoing)	NA
Recommendations and actions taken on each wrongdoing (insert separate row for each wrongdoing)	NA